

## Imagine Me Leadership (IML) Charter School

Imagine Me Leadership Charter School is an all-boys charter school that opened in September 2010 in East New York, Brooklyn. Imagine Me Leadership participated in the Teacher Incentive Fund Round 4 (TIF4) grant that CEI PICCS Project (Partnership for Innovations in Compensation for Charter Schools) was awarded by the US Department of Education. Over the course of this six year grant (2012-2018), Imagine Me was the recipient of extensive professional learning and technical assistance aimed at building capacity within the school through the development of a Human Capital Management System. Specific professional development provided to the school came in the form of ELA and Math coaching, Professional Learning Community development, data analysis, and instructional rounds.

**The Strategic Management of Human Capital** included recruiting the best and brightest principals and teachers for all classrooms and schools; honing the instructional and leadership expertise needed to dramatically improve student achievement; holding leaders and teachers accountable for the success or failure of all students and rewarding and retaining those who are successful in attaining these objectives.

**CEI ELA & Math Coaching** provided on-site, side-by-side coaching to school leaders, teachers, and staff that bolstered the school's ability to unpack curriculum, provide standards-based instruction, teach differentiated lessons, and continuously assess student learning. Additionally, coaches assisted the assurance of cultures and climates that were conducive to high quality teaching and highly engaged learning.

**Professional Learning Communities** (PLCs) were created under the leadership and guidance of CEI to promote enhanced collegial dialogue and ensure all students received targeted interventions and support. PLCs provided opportunities for shared teacher and staff expertise, vertical and horizontal teaming, and data analysis for instructional decision-making.

**Data Analysis** sessions were led by CEI to ensure IML school leaders and staff had access to accurate and actionable data systems and reports that would guide the school in making data informed decisions accordingly.

**Instructional Rounds** engaged IML's participation in a cohort of schools that used colleagues to gather feedback and surface patterns in order to improve teaching and learning at scale and solve an instructional problem.

**Danielson Framework for Teaching** served as the instructional framework for CEI's work with IML school stakeholders to create a culture of reflection on teacher practice. Specific supports included workshops with school staff, interrater reliability, and observation data analysis.

**The data below show the dramatic impact the customized and data driven support Imagine Me Leadership received had on student learning and achievement.**

### Attendance

Student attendance: 94% (City: 93%)

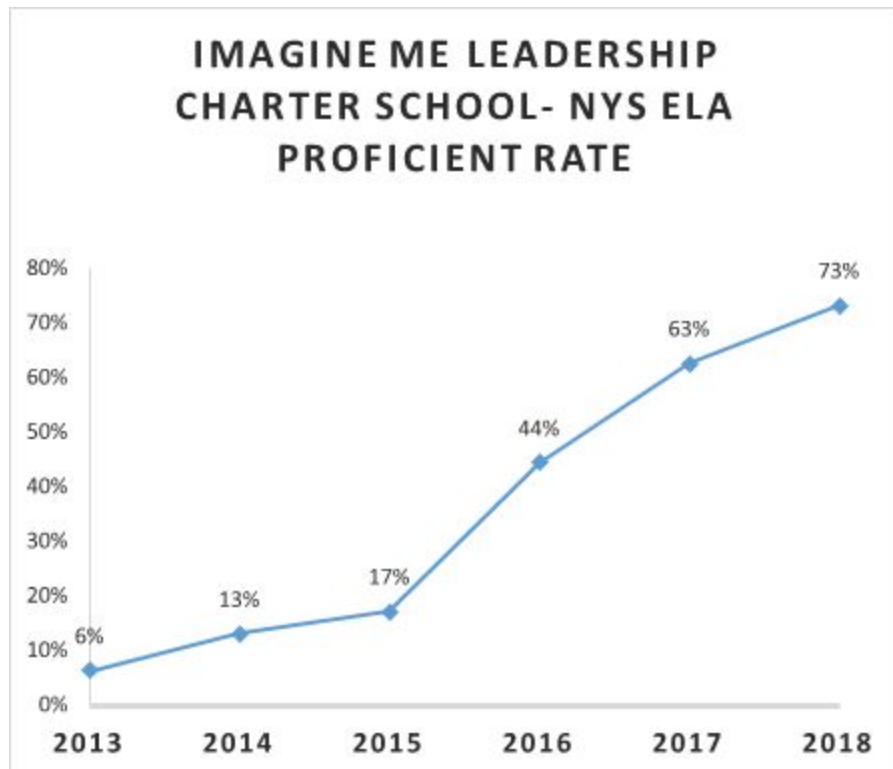
Students chronically absent: 20% (City: 23%)

**Demographic snapshot (2013-14 to 2017-18)**

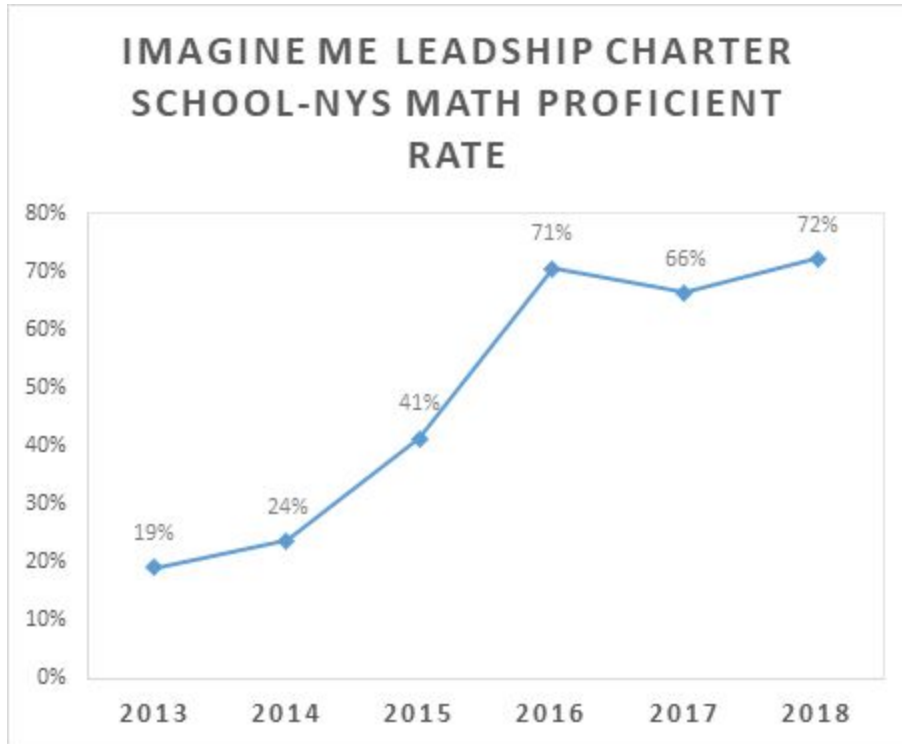
Year	2013-14	2014-15	2015-16	2016-17	2017-18
<b>Total Enrollment</b>	221	227	216	230	229
<b>% Black</b>	85.1%	85.5%	86.6%	83.5%	81.7%
<b>% Hispanic</b>	11.8%	11.9%	11.1%	13.9%	16.2%
<b>% Students with Disabilities</b>	14.5%	16.3%	15.3%	13.5%	13.5%
<b>% English Language Learners</b>	1.8%	1.8%	0.5%	1.7%	2.6%
<b>% Poverty</b>	83.3%	81.1%	82.4%	93.0%	89.1%

**Improvements in Student Achievement 2013-2018**

**ELA**



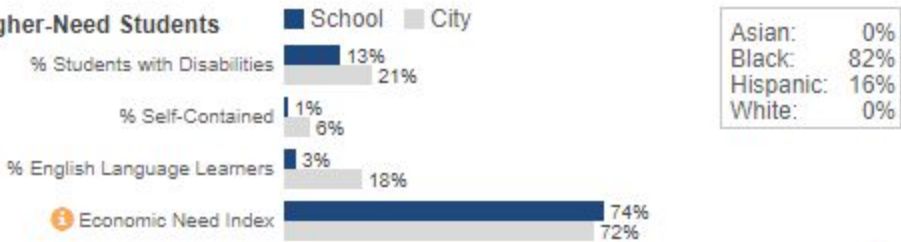
## Math



### Student Population 2018

Grades	PK	K	01	02	03	04	05	06	07	08	09	10	11	12	Total
Enrollment	28	39	41	43	39	39									229

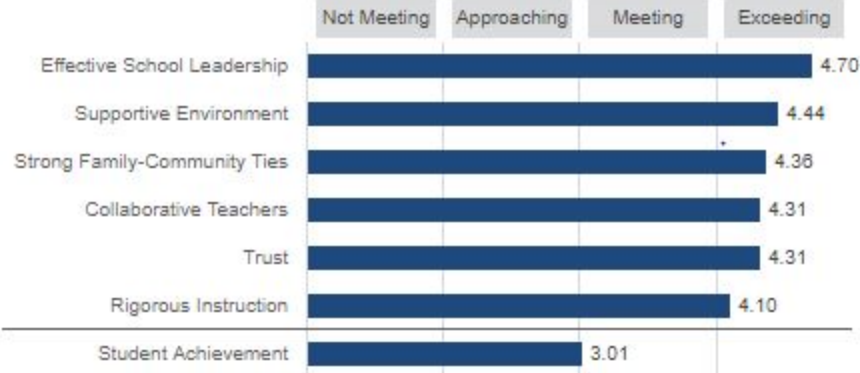
#### Higher-Need Students





**Framework Scores 2018**

School practices and conditions (measured by Quality Review and NYC School Survey) that drive student achievement. Scores are on scale from 1.00 - 4.99.



**Attendance Rate**

2013-14	2014-15	2015-16	2016-17
93%	94%	95%	95%

**STUDENT SUSPENSIONS RATE**

2014-15	2015-16	2016-17
8%	8%	6%

**TURNOVER RATE OF TEACHERS WITH FEWER THAN FIVE YEARS OF EXPERIENCE**

2013-14	2014-15	2015-16	2016-17
80%	25%	20%	17%

**TURNOVER RATE OF ALL TEACHERS**

2013-14	2014-15	2015-16	2016-17
80%	40%	40%	24%